

Program Authorization: Training and Administration of the Reserve (TAR) designator 1287 (Permanent Professional Recruiter Officer) program. Reserve Officer Community Manager (BUPERS-351) is the TAR permanent professional recruiter (PPR) officer community manager (OCM).

1. Program Authority: Title 10 U.S. Code sections 12201 to 12209.
2. Cancellation: Not applicable.
3. Quota: As established by the Deputy Chief of Naval Operations for Personnel, Manpower and Training, N1.
4. Qualifications
  - a. Citizenship: Applicants must be U.S. citizens.
  - b. Gender: Open to men and women.
  - c. Age: Applicants must be at least 21 years old and not more than 42 years of age at the time of commissioning.
  - d. Education: Possess a baccalaureate or graduate degree from a regionally accredited institution and must have a cumulative grade point average (GPA) of at least 2.5 on a 4.0 scale.
  - e. Experience: Applicants possessing recruiting experience are preferred.
  - f. Physical: Applicants must meet the requisite pre-commissioning/accession physical standards for appointment. These physical standards are IAW the Manual of the Medical Department, Chapter 15.
  - g. Duty Preference: Not Applicable
  - h. Marital Status: No restrictions
  - i. Program Specific Requirements:
    - (1) Conduct: Applicants shall be of good moral character and have no record of disciplinary action under the Uniform Code of Military Justice, Article 15, no court-martial convictions, no civilian felony convictions by any civil court or misdemeanors (except minor (\$300 or less fine) traffic violations) within the three years preceding selection. For the purpose of this subparagraph, an offense involving driving under the influence of an intoxicant (Driving Under the Influence/Driving While Intoxicated (DUI/DWI), etc.) is a major traffic violation and is disqualifying if within four years preceding selection date. Pre-service drug use or alcohol abuse is not an immediate application disqualifier. However, any substantiated in-service drug use or in-service alcohol abuse (any record of either, regardless of date) will result in disqualification.
    - (2) Interview: Applicants must submit two interviews conducted by officers with recruiting experience, in paygrades O-5 or above. It is strongly recommended that at least one of those interviews be completed by an O-5 or above who has completed a Navy Recruiting Commanding Officer tour. The current version of the interviewer's appraisal sheet, NAVCRUIT 1131/5, will be used to record observations for candidate evaluations. Interviews are valid for one year beginning on the date of the interview and must not exceed one year upon convening of the board.
5. Accession Source: Navy enlisted personnel in the Training and Administration of the Reserve component.

6. Waivers: No waivers are authorized.

7. Indoctrination

a. All selectees shall complete Officer Candidate School (OCS) in Newport, RI. If a candidate fails to successfully complete OCS for any reason other than injury, that candidate will be returned to their previous command at their former rank/rate.

b. Follow-on training will be in accordance with the requirements for the specific designator for which they will be accepted.

9. Enlistment: Enlisted applicants in the paygrades of E-4 or below selected for this program are designated officer candidates and advanced to or assigned the paygrade of E-5 upon reporting to OCS. Enlisted applicants in the paygrades of E-5 and above are designated officer candidates and remain in their present paygrades until commissioning.

10. Constructive Entry Credit: Not applicable.

11. Appointment: Candidates will be commissioned with the rank of Ensign in the U.S. Navy Reserve as a permanent professional recruiter with the Training and Administration of the Reserve (TAR) designator 1287.

12. Service Obligation: All officers incur an 8-year service obligation (Title 10 U.S. Code section 651). Selectees will incur a minimum four years TAR active duty service obligation. After the four years have been completed, if the selectee elects to “release from active duty” and has not satisfied their initial MSO, they must serve their remaining MSO in a Reserve status. Officers commissioned under this program will not be eligible for lateral transfer until minimum service requirements are met.

13. Pay and Allowance: Ensign, O-1. Prior enlisted service members with qualifying records are assigned the O-1E paygrade and compensated accordingly.

Approved:  \_\_\_\_\_

J.P. WATERS  
Rear Admiral, U.S. Navy  
Director, Military Personnel  
Plans and Policy Division (N13)

Date: 14 Sep 23